

GENERAL SERVICES ADMINISTRATION

Federal Supply Service *Authorized Federal Supply Schedule Price List*

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through **GSA Advantage!**TM, a menu-driven database system. The INTERNET address for **GSA Advantage!**TM is: <http://www.GSAAdvantage.gov>.

Title: Multiple Award Schedule

Group Affiliation: Industrial Group: MAS

Contract Number: GS-00F-210CA

For more information on ordering from Federal Supply Schedules
click on the FSS Schedules button at <http://www.gsa.gov/schedules-ordering>

Contract Period: July 22, 2015 through July 21, 2025

Contractor: Integration Innovation, Inc.
689 Discovery Dr NW, Suite 1, Floor 5
Huntsville, AL 35806

Business Size: Small Business

In accordance with 13 C.F.R. 121.404, the Contractor is ineligible to participate in any RFQ that is set aside for small business where the subject contract's awarded size status for the preponderance NAICS designated in the RFQ is "other than small".

Telephone: (256) 562-2978
FAX Number: (256) 971-2951
Web Site: www.i3-corp.com
E-mail: Kendra.Bradley@i3-corps.com
Contract Administration: Kendra Bradley

Price list current as of Modification #PS-0021, effective July 22, 2020

CUSTOMER INFORMATION:

1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:

MAS SIN	SIN Description
541330ENG	Engineering Services
541380	Testing Laboratories
541420	Engineering System Design and Integration Services
541611	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
541614	Deployment, Distribution and Transportation Logistics Services
541614SVC	Supply and Value Chain Management
541715	Engineering Research and Development and Strategic Planning
561210FS	Facilities Support Services
611430	Professional and Management Development Training
611512	Flight Training
OLM	Order-Level Materials



- 1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply.
- 1c. If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item.
2. Maximum Order: \$1,000,000.00
3. Minimum Order: \$100.00
4. Geographic Coverage (delivery Area): Domestic and Overseas
5. Point(s) of production (city, county, and state or foreign country): Same as company address
6. Discount from list prices or statement of net price: Government net prices (discounts already deducted). See Attachment.
7. Quantity discounts: None Offered
8. Prompt payment terms: Net 30 days. Information for Ordering Offices: Prompt Payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.
- 9a. Notification that Government purchase cards are accepted up to the micro-purchase threshold: Yes
- 9b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold: will accept
10. Foreign items (list items by country of origin): None
- 11a. Time of Delivery (Contractor insert number of days): Specified on the Task Order
- 11b. Expedited Delivery. The Contractor will insert the sentence "Items available for expedited delivery are noted in this price list." under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery: Contact Contractor
- 11c. Overnight and 2-day delivery. The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor
- 11d. Urgent Requirements. The Contractor will note in its price list the "Urgent Requirements" clause of its contract and advise agencies that they can also contact the Contractor's representative to effect a faster delivery: Contact Contractor
12. F.O.B Points(s): Destination
- 13a. Ordering Address(es): Same as Contractor
- 13b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.
14. Payment address(es): Same as company address
15. Warranty provision.: Contractor's standard commercial warranty.
16. Export Packing Charges (if applicable): N/A
17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level): Contact Contractor
18. Terms and conditions of rental, maintenance, and repair (if applicable): N/A
19. Terms and conditions of installation (if applicable): N/A



20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): N/A
- 20a. Terms and conditions for any other services (if applicable): N/A
21. List of service and distribution points (if applicable): N/A
22. List of participating dealers (if applicable): N/A
23. Preventive maintenance (if applicable): N/A
- 24a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants: N/A
- 24b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contactor's website or other location.) The EIT standards can be found at: www.Section508.gov/.
25. Data Universal Numbering System (DUNS) number: 009699346
26. Notification regarding registration in System for Award Management (SAM) database: Registered
27. Final Pricing:

The rates shown below include the Industrial Funding Fee (IFF) of 0.75%.

Item	SIN	Awarded Labor Category	Site	Year 6	Year 7	Year 8	Year 9	Year 10
				07/22/20 - 07/21/21	07/22/21 - 07/21/22	07/22/22 - 07/21/23	07/22/23 - 07/21/24	07/22/24 - 07/21/25
1	541330ENG, 541715, 541420, 541380	Program Manager IV	Contractor	\$205.91	\$211.06	\$216.34	\$221.74	\$227.29
2	541330ENG, 541715, 541420, 541380	Program Manager III	Contractor	\$191.96	\$196.76	\$201.68	\$206.72	\$211.89
3	541330ENG, 541715, 541420, 541380	Program Manager II	Contractor	\$173.42	\$177.76	\$182.20	\$186.75	\$191.42
4	541330ENG, 541715, 541420, 541380	Program Manager I	Contractor	\$150.35	\$154.11	\$157.96	\$161.91	\$165.95
5	541330ENG, 541715, 541420, 541380	Principle Investigator I	Contractor	\$187.17	\$191.84	\$196.64	\$201.56	\$206.60
6	541330ENG, 541715, 541420, 541380	Task Order/Project Lead IV	Contractor	\$190.91	\$195.68	\$200.57	\$205.59	\$210.72
7	541330ENG, 541715, 541420, 541380	Task Order/Project Lead III	Contractor	\$163.85	\$167.94	\$172.14	\$176.44	\$180.86
8	541330ENG, 541715, 541420, 541380	Task Order/Project Lead II	Contractor	\$136.70	\$140.12	\$143.62	\$147.22	\$150.90
9	541330ENG, 541715, 541420, 541380	Task Order/Project Lead I	Contractor	\$117.00	\$119.93	\$122.93	\$126.00	\$129.15
10	541330ENG, 541715, 541420, 541380	Subject Matter Expert IV	Contractor	\$257.98	\$264.43	\$271.04	\$277.82	\$284.76
11	541330ENG, 541715, 541420, 541380	Subject Matter Expert III	Customer	\$243.14	\$249.22	\$255.45	\$261.84	\$268.38
12	541330ENG, 541715, 541420, 541380	Subject Matter Expert II	Contractor	\$216.01	\$221.41	\$226.94	\$232.62	\$238.43
13	541330ENG, 541715, 541420, 541380	Subject Matter Expert I	Contractor	\$169.34	\$173.57	\$177.91	\$182.36	\$186.92
14	541330ENG, 541715, 541420, 541380	Instructor-Pilot III	Contractor	\$139.04	\$142.52	\$146.08	\$149.73	\$153.48
15	541330ENG, 541715, 541420, 541380	Instructor-Pilot II	Contractor	\$126.62	\$129.78	\$133.03	\$136.35	\$139.76
16	541330ENG, 541715, 541420, 541380	Instructor-Pilot I	Contractor	\$111.71	\$114.51	\$117.37	\$120.30	\$123.31
17	541330ENG, 541715, 541420, 541380	Operations/Research Analyst III	Contractor	\$163.85	\$167.94	\$172.14	\$176.44	\$180.86
18	541330ENG, 541715, 541420, 541380	Operations/Research Analyst II	Contractor	\$120.27	\$123.28	\$126.36	\$129.52	\$132.76
19	541330ENG, 541715, 541420, 541380	Operations/Research Analyst I	Contractor	\$111.87	\$114.67	\$117.53	\$120.47	\$123.48
20	541330ENG, 541715, 541420, 541380	Sr. Engineer XII	Contractor	\$250.66	\$256.92	\$263.35	\$269.93	\$276.68



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				07/22/20 - 07/21/21	07/22/21 - 07/21/22	07/22/22 - 07/21/23	07/22/23 - 07/21/24	07/22/24 - 07/21/25
21	541330ENG, 541715, 541420, 541380	Sr. Engineer II	Contractor	\$140.00	\$143.50	\$147.08	\$150.76	\$154.53
22	541330ENG, 541715, 541420, 541380	Sr. Engineer I	Contractor	\$134.61	\$137.98	\$141.43	\$144.96	\$148.59
23	541330ENG, 541715, 541420, 541380	Engineer IX	Contractor	\$185.69	\$190.33	\$195.09	\$199.97	\$204.97
24	541330ENG, 541715, 541420, 541380	Engineer VIII	Contractor	\$180.41	\$184.92	\$189.54	\$194.28	\$199.14
25	541330ENG, 541715, 541420, 541380	Engineer VI	Contractor	\$162.13	\$166.19	\$170.34	\$174.60	\$178.97
26	541330ENG, 541715, 541420, 541380	Engineer IV	Contractor	\$118.80	\$121.77	\$124.81	\$127.93	\$131.13
27	541330ENG, 541715, 541420, 541380	Engineer III	Contractor	\$112.17	\$114.97	\$117.84	\$120.79	\$123.81
28	541330ENG, 541715, 541420, 541380	Engineer II	Contractor	\$103.38	\$105.97	\$108.62	\$111.33	\$114.11
29	541330ENG, 541715, 541420, 541380	Engineer I	Contractor	\$91.54	\$93.82	\$96.17	\$98.57	\$101.04
30	541330ENG, 541715, 541420, 541380	Jr. Engineer IV	Contractor	\$89.38	\$91.62	\$93.91	\$96.25	\$98.66
31	541330ENG, 541715, 541420, 541380	Jr. Engineer I	Contractor	\$70.00	\$71.75	\$73.54	\$75.38	\$77.26
32	541330ENG, 541715, 541420, 541380	Technical Analyst III	Contractor	\$196.64	\$201.55	\$206.59	\$211.76	\$217.05
33	541330ENG, 541715, 541420, 541380	Technical Analyst II	Contractor	\$159.70	\$163.69	\$167.78	\$171.97	\$176.27
34	541330ENG, 541715, 541420, 541380	Technical Analyst I	Contractor	\$152.95	\$156.77	\$160.69	\$164.71	\$168.83
35	541330ENG, 541715, 541420, 541380	Analyst VIII	Contractor	\$195.37	\$200.25	\$205.26	\$210.39	\$215.65
36	541330ENG, 541715, 541420, 541380	Analyst VI	Contractor	\$156.13	\$160.03	\$164.03	\$168.13	\$172.34
37	541330ENG, 541715, 541420, 541380	Analyst IV	Contractor	\$120.27	\$123.28	\$126.36	\$129.52	\$132.76
38	541330ENG, 541715, 541420, 541380	Analyst III	Contractor	\$91.31	\$93.59	\$95.93	\$98.33	\$100.79
39	541330ENG, 541715, 541420, 541380	Analyst II	Contractor	\$86.11	\$88.26	\$90.47	\$92.73	\$95.05
40	541330ENG, 541715, 541420, 541380	Analyst I	Contractor	\$74.26	\$76.12	\$78.02	\$79.97	\$81.97
41	541330ENG, 541715, 541420, 541380	Program/Business Analyst VI	Contractor	\$108.77	\$111.49	\$114.27	\$117.13	\$120.06
42	541330ENG, 541715, 541420, 541380	Program/Business Analyst III	Contractor	\$86.15	\$88.31	\$90.51	\$92.78	\$95.09
43	541330ENG, 541715, 541420, 541380	Program/Business Analyst II	Contractor	\$72.15	\$73.96	\$75.80	\$77.70	\$79.64
44	541330ENG, 541715, 541420, 541380	Program/Business Analyst I	Contractor	\$59.23	\$60.72	\$62.23	\$63.79	\$65.38
45	541330ENG, 541715, 541420, 541380	Technical Specialist IV	Contractor	\$171.69	\$175.98	\$180.38	\$184.89	\$189.51
46	541330ENG, 541715, 541420, 541380	Technical Specialist II	Contractor	\$99.18	\$101.66	\$104.20	\$106.80	\$109.48
47	541330ENG, 541715, 541420, 541380	Technician III **	Contractor	\$60.31	\$61.81	\$63.36	\$64.94	\$66.57
48	541330ENG, 541715, 541420, 541380	Administrative Specialist III **	Contractor	\$63.85	\$65.44	\$67.08	\$68.76	\$70.48
49	541330ENG, 541715, 541420, 541380	Administrative Support III **	Contractor	\$48.46	\$49.67	\$50.91	\$52.19	\$53.49
50	541330ENG, 541715, 541420, 541380	Administrative Support I **	Contractor	\$44.15	\$45.26	\$46.39	\$47.55	\$48.74
51	541330ENG, 541715, 541420, 541380	Program Manager IV	Customer	\$188.00	\$192.70	\$197.51	\$202.45	\$207.51
52	541330ENG, 541715, 541420, 541380	Program Manager III	Customer	\$175.28	\$179.66	\$184.15	\$188.75	\$193.47
53	541330ENG, 541715, 541420, 541380	Program Manager II	Customer	\$158.33	\$162.29	\$166.35	\$170.51	\$174.77



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54	541330ENG, 541715, 541420, 541380	Program Manager I	Customer	\$137.28	\$140.71	\$144.23	\$147.83	\$151.53
55	541330ENG, 541715, 541420, 541380	Principle Investigator I	Customer	\$171.98	\$176.28	\$180.69	\$185.21	\$189.84
56	541330ENG, 541715, 541420, 541380	Task Order/Project Lead IV	Customer	\$175.43	\$179.81	\$184.31	\$188.92	\$193.64
57	541330ENG, 541715, 541420, 541380	Task Order/Project Lead III	Customer	\$150.55	\$154.32	\$158.17	\$162.13	\$166.18
58	541330ENG, 541715, 541420, 541380	Task Order/Project Lead II	Customer	\$125.61	\$128.75	\$131.97	\$135.27	\$138.65
59	541330ENG, 541715, 541420, 541380	Task Order/Project Lead I	Customer	\$106.82	\$109.49	\$112.22	\$115.03	\$117.90
60	541330ENG, 541715, 541420, 541380	Subject Matter Expert IV	Customer	\$235.53	\$241.42	\$247.46	\$253.65	\$259.99
61	541330ENG, 541715, 541420, 541380	Subject Matter Expert III	Customer	\$221.99	\$227.54	\$233.23	\$239.06	\$245.04
62	541330ENG, 541715, 541420, 541380	Subject Matter Expert II	Customer	\$197.23	\$202.16	\$207.22	\$212.40	\$217.71
63	541330ENG, 541715, 541420, 541380	Subject Matter Expert I	Customer	\$155.60	\$159.48	\$163.47	\$167.56	\$171.75
64	541330ENG, 541715, 541420, 541380	Instructor-Pilot III	Customer	\$127.78	\$130.97	\$134.25	\$137.60	\$141.04
65	541330ENG, 541715, 541420, 541380	Instructor-Pilot II	Customer	\$116.35	\$119.26	\$122.24	\$125.29	\$128.43
66	541330ENG, 541715, 541420, 541380	Instructor-Pilot I	Customer	\$102.00	\$104.55	\$107.16	\$109.84	\$112.59
67	541330ENG, 541715, 541420, 541380	Operations/Research Analyst III	Customer	\$149.60	\$153.34	\$157.17	\$161.10	\$165.13
68	541330ENG, 541715, 541420, 541380	Operations/Research Analyst II	Customer	\$109.80	\$112.54	\$115.36	\$118.24	\$121.20
69	541330ENG, 541715, 541420, 541380	Operations/Research Analyst I	Customer	\$102.14	\$104.69	\$107.31	\$109.99	\$112.74
70	541330ENG, 541715, 541420, 541380	Sr. Engineer XII	Customer	\$227.86	\$233.56	\$239.39	\$245.38	\$251.51
71	541330ENG, 541715, 541420, 541380	Sr. Engineer II	Customer	\$127.82	\$131.01	\$134.29	\$137.64	\$141.09
72	541330ENG, 541715, 541420, 541380	Sr. Engineer I	Customer	\$122.90	\$125.97	\$129.12	\$132.35	\$135.66
73	541330ENG, 541715, 541420, 541380	Engineer IX	Customer	\$170.62	\$174.89	\$179.26	\$183.74	\$188.33
74	541330ENG, 541715, 541420, 541380	Engineer VIII	Customer	\$165.77	\$169.92	\$174.17	\$178.52	\$182.98
75	541330ENG, 541715, 541420, 541380	Engineer VI	Customer	\$148.97	\$152.70	\$156.52	\$160.43	\$164.44
76	541330ENG, 541715, 541420, 541380	Engineer IV	Customer	\$109.16	\$111.89	\$114.69	\$117.56	\$120.49
77	541330ENG, 541715, 541420, 541380	Engineer III	Customer	\$102.40	\$104.96	\$107.58	\$110.27	\$113.03
78	541330ENG, 541715, 541420, 541380	Engineer II	Customer	\$94.39	\$96.75	\$99.17	\$101.64	\$104.19
79	541330ENG, 541715, 541420, 541380	Engineer I	Customer	\$83.57	\$85.66	\$87.80	\$90.00	\$92.25
80	541330ENG, 541715, 541420, 541380	Jr. Engineer IV	Customer	\$81.61	\$83.65	\$85.74	\$87.88	\$90.08
81	541330ENG, 541715, 541420, 541380	Jr. Engineer I	Customer	\$63.91	\$65.51	\$67.14	\$68.82	\$70.54
82	541330ENG, 541715, 541420, 541380	Technical Analyst III	Customer	\$179.52	\$184.01	\$188.61	\$193.32	\$198.15
83	541330ENG, 541715, 541420, 541380	Technical Analyst II	Customer	\$145.79	\$149.43	\$153.17	\$157.00	\$160.92
84	541330ENG, 541715, 541420, 541380	Technical Analyst I	Customer	\$139.66	\$143.15	\$146.73	\$150.39	\$154.15
85	541330ENG, 541715, 541420, 541380	Analyst VIII	Customer	\$179.53	\$184.02	\$188.62	\$193.33	\$198.17
86	541330ENG, 541715, 541420, 541380	Analyst VI	Customer	\$143.44	\$147.02	\$150.70	\$154.47	\$158.33



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87	541330ENG, 541715, 541420, 541380	Analyst IV	Customer	\$110.50	\$113.26	\$116.09	\$118.99	\$121.97
88	541330ENG, 541715, 541420, 541380	Analyst III	Customer	\$83.90	\$85.99	\$88.14	\$90.35	\$92.61
89	541330ENG, 541715, 541420, 541380	Analyst II	Customer	\$78.60	\$80.56	\$82.58	\$84.64	\$86.76
90	541330ENG, 541715, 541420, 541380	Analyst I	Customer	\$67.80	\$69.50	\$71.24	\$73.02	\$74.84
91	541330ENG, 541715, 541420, 541380	Program/Business Analyst VI	Customer	\$108.15	\$110.86	\$113.63	\$116.47	\$119.38
92	541330ENG, 541715, 541420, 541380	Program/Business Analyst III	Customer	\$78.66	\$80.62	\$82.64	\$84.70	\$86.82
93	541330ENG, 541715, 541420, 541380	Program/Business Analyst II	Customer	\$68.82	\$70.54	\$72.31	\$74.12	\$75.97
94	541330ENG, 541715, 541420, 541380	Program/Business Analyst I	Customer	\$58.99	\$60.47	\$61.98	\$63.53	\$65.12
95	541330ENG, 541715, 541420, 541380	Technical Specialist IV	Customer	\$156.76	\$160.68	\$164.70	\$168.82	\$173.04
96	541330ENG, 541715, 541420, 541380	Technical Specialist II	Customer	\$90.54	\$92.80	\$95.12	\$97.50	\$99.94
97	541330ENG, 541715, 541420, 541380	Technician III **	Customer	\$55.06	\$56.44	\$57.85	\$59.29	\$60.78
98	541330ENG, 541715, 541420, 541380	Administrative Specialist III **	Customer	\$58.66	\$60.13	\$61.63	\$63.17	\$64.75
99	541330ENG, 541715, 541420, 541380	Administrative Support III **	Customer	\$44.24	\$45.35	\$46.48	\$47.65	\$48.84
100	541330ENG, 541715, 541420, 541380	Administrative Support I **	Customer	\$40.31	\$41.32	\$42.35	\$43.41	\$44.50
101	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Administrative Support I	Both	\$43.07	\$44.15	\$45.25	\$46.38	\$47.54
102	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Administrative Support II	Both	\$51.49	\$52.77	\$54.09	\$55.44	\$56.83
103	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Administrative Support V	Both	\$91.91	\$94.21	\$96.56	\$98.98	\$101.45
104	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Aviation Instructor I	Both	\$104.59	\$107.21	\$109.89	\$112.63	\$115.45
105	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Aviation Instructor II	Both	\$130.18	\$133.43	\$136.77	\$140.18	\$143.69
106	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Curriculum Developer Sr.	Both	\$128.88	\$132.11	\$135.41	\$138.79	\$142.26
107	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Project Lead III	Both	\$153.40	\$157.24	\$161.17	\$165.20	\$169.33
108	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Project Lead IV	Both	\$178.73	\$183.20	\$187.78	\$192.47	\$197.28
109	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Program Analyst IV	Both	\$110.97	\$113.74	\$116.58	\$119.50	\$122.49
110	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Program Manager III	Both	\$188.82	\$193.54	\$198.37	\$203.33	\$208.42
111	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Subject Matter Expert IV	Both	\$239.09	\$245.07	\$251.20	\$257.48	\$263.91
112	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Training Specialist III	Both	\$91.91	\$94.21	\$96.56	\$98.98	\$101.45
113	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Training Specialist IV	Both	\$104.59	\$107.21	\$109.89	\$112.63	\$115.45



Item	SIN	Awarded Labor Category	Site	Year 6 07/22/20 - 07/21/21	Year 7 07/22/21 - 07/21/22	Year 8 07/22/22 - 07/21/23	Year 9 07/22/23 - 07/21/24	Year 10 07/22/24 - 07/21/25
114	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Training Specialist V	Both	\$117.19	\$120.12	\$123.12	\$126.20	\$129.35
115	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Analyst I	Both	\$71.58	\$73.37	\$75.20	\$77.08	\$79.01
116	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Analyst II	Both	\$79.80	\$81.79	\$83.84	\$85.93	\$88.08
117	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Analyst III	Both	\$84.62	\$86.74	\$88.91	\$91.13	\$93.41
118	541611, 611430, 611512, 541614SVC, 541614, 561210FS	Analyst IV	Both	\$111.47	\$114.26	\$117.11	\$120.04	\$123.04

28. Service Contract Act (SCA) Matrix:

SCA Eligible Labor Category	SCA Equivalent Code Title	Wage Determination No
Administrative Support I	01020 - Administrative Assistant	2015-4603
Administrative Support II	01020 - Administrative Assistant	2015-4603
Administrative Support III	01020 - Administrative Assistant	2015-4603
Administrative Support V	01020 - Administrative Assistant	2015-4603
Administrative Specialist III	01020 - Administrative Assistant	2015-4603
Technician III	30083 - Engineering Technician III	2015-4603

The Service Contract Labor Standards, formerly the Service Contract Act (SCA), apply to this contract and it includes SCLS applicable labor categories. Labor categories and fixed price services marked with a (**) in the pricelist are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS/SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e., nationwide).

29a. Labor Category Descriptions: SIN(s) 541330ENG, 541715, 541420, 541380

Item #	Labor Category	Education and Experience	Required Years of Experience	Functional Responsibilities
1	Program Manager IV	BS	17	Responsible for leading the overall program, guiding both prime contractor employees and directing subcontractor performance. Education and demonstrated experience commensurate with requirements to manage a large, technically diverse team in successful execution of all contract and task order requirements. Documented record of increasing management responsibility with a firm technical foundation in all areas related to contract would be required. Responsible for organizing and managing task workloads within established budget and schedule guidelines. Provides management of the overall activities and staff of the program. Established budgets, forecasts, manpower, equipment and supply needs for the overall program. Responsible for overall performance within budgetary and schedule guidelines.
2	Program Manager III	BS	15	Provides technical project leadership/supervision to assigned projects or major phases of significant projects or programs by coordinating the efforts of assigned technical staff. Organizes projects and task workloads within budget and schedule guidelines. Typically has extensive knowledge and experience within assigned technical discipline. May provide supervision/management of the activities and staff of a research or technical business unit. Responsible for overall unit performance within budgetary and schedule guidelines. May identify and recommend objectives and scope of technical projects. Communications goals, scope, approach and schedule to assigned personnel. Establishes budgets, forecasts, manpower, equipment and supply needs for assigned area of responsibility. Typically has management experience in addition to related degree and extensive knowledge and experience within assigned technical discipline/area of responsibility. Contributes subject matter expertise erable meets the established standards or metrics; brief and lead process teams.technical education. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.
3	Program Manager II	BS	12	Provides technical project leadership/supervision to assigned projects or major phases of significant projects or programs by coordinating the efforts of assigned technical staff. Organizes projects and task workloads within budget and schedule guidelines. Typically has extensive knowledge and experience within assigned technical discipline. May provide supervision/management of the activities and staff of a research or technical business unit. Responsible for overall unit performance within budgetary and schedule guidelines. May



Item #	Labor Category	Education and Experience	Required Years of Experience	Functional Responsibilities
				identify and recommend objectives and scope of technical projects. Communications goals, scope, approach and schedule to assigned personnel. Establishes budgets, forecasts, manpower, equipment and supply needs for assigned area of responsibility. Typically has management experience in addition to related degree and extensive knowledge and experience within assigned technical discipline/area of responsibility. Contributes subject matter expertise desirable meets the established standards or metrics; brief and lead process teams technical education. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.
4	Program Manager I	BS	4	Design and implement technical solutions to complex discipline-specific problems; lead/manage programs, projects or tasks whose technical complexity requires constant engineering oversight; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams.
5	Principle Investigator I	BS	12	Design and implement technical solutions to complex discipline-specific problems; lead/manage programs, projects or tasks whose technical complexity requires constant engineering oversight; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams.
6	Task Order/Project Lead IV	BS	12	Design and implement technical solutions to complex discipline-specific problems; lead/manage programs, projects or tasks whose technical complexity requires constant engineering oversight; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams.
7	Task Order/Project Lead III	BS	8	Design and implement technical solutions to complex discipline-specific problems; lead/manage programs, projects or tasks whose technical complexity requires constant engineering oversight; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams.
8	Task Order/Project Lead II	BS	6	Design and implement technical solutions to complex discipline-specific problems; lead/manage programs, projects or tasks whose technical complexity requires constant engineering oversight; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams.
9	Task Order/Project Lead I	BS	4	Design and implement technical solutions to complex discipline-specific problems; lead/manage programs, projects or tasks whose technical complexity requires constant engineering oversight; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams.
10	Subject Matter Expert IV	BS	14	Leads and provides technical direction on discipline-related projects; provide guidance and direction for accomplishment of multiple, complex and interrelated projects; design and implement programs, projects or tasks; lead/manage multi-task projects of high complexity while providing primary interface with client management personnel regarding strategic issues; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; coordinate with all parties to tasks; review work products for completeness, and adherence to customer requirements; brief and lead strategic level client meetings. (PM/TOL) Design and implement technical solutions to complex discipline-specific problems; lead/manage programs, projects or tasks whose technical complexity requires constant engineering oversight; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams.
11	Subject Matter Expert III	BS	12	Lead and provide technical direction on discipline-related projects; provide guidance and direction for accomplishment of multiple, complex and interrelated projects; design and implement programs, projects or tasks; lead/manage multi-task projects of high complexity while providing primary interface with client management personnel regarding strategic issues; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; coordinate with all parties to tasks; review work products for completeness, and adherence to customer requirements; brief and lead strategic level client meetings.
12	Subject Matter Expert II	BS	10	This position requires a highly skilled individual who has an acknowledged specialized acquisition, logistics and/or technological expertise in the specific functional tasks required for performance. This person must possess unique capability or experience not available under basic labor categories set forth.
13	Subject Matter Expert I	BS	8	This position requires a highly skilled individual who has an acknowledged specialized acquisition, logistics and/or technological expertise in the specific functional tasks required for performance. This person must possess unique capability or experience not available under basic labor categories set forth.



Item #	Labor Category	Education and Experience	Required Years of Experience	Functional Responsibilities
14	Instructor-Pilot III	BS	12	Lead and provide technical direction on discipline-related projects; provide guidance and direction for accomplishment of multiple, complex and interrelated projects; design and implement programs, projects or tasks; lead/manage multi-task projects of high complexity while providing primary interface with client management personnel regarding strategic issues; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; coordinate with all parties to tasks; review work products for completeness, and adherence to customer requirements; brief and lead strategic level client meetings.
15	Instructor-Pilot II	BS	10	Leads and provides technical direction on discipline-related projects; provide guidance and direction for accomplishment of multiple, complex and interrelated projects; design and implement programs, projects or tasks; lead/manage multi-task projects of high complexity while providing primary interface with client management personnel regarding strategic issues; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; coordinate with all parties to tasks; review work products for completeness, and adherence to customer requirements; brief and lead strategic level client meetings.
16	Instructor-Pilot I	BS	6	Leads and provides technical direction on discipline-related projects; provide guidance and direction for accomplishment of multiple, complex and interrelated projects; design and implement programs, projects or tasks; lead/manage multi-task projects of high complexity while providing primary interface with client management personnel regarding strategic issues; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; coordinate with all parties to tasks; review work products for completeness, and adherence to customer requirements; brief and lead strategic level client meetings.
17	Operations/Research Analyst III	BS	8	Design and implement technical solutions to complex discipline-specific problems; lead/manage programs, projects or tasks whose technical complexity requires constant engineering oversight; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams.
18	Operations/Research Analyst II	BS	6	Provides expert analytical and/or scientific solutions for highly complex technical/scientific matters. May analyze program activities, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapon systems, or similar complex programs. May analyze and format information developed and used to evaluate a government program/weapon system/ similar complex program. May develop, plan, coordinate and integrate systems-related requirements to support operational needs. May develop, gather, and organize program-related information. Contributes subject matter expertise and advice to the customer at a level that is typically attained via a related technical education.
19	Operations/Research Analyst I	BS	5	Analyzes management problems, military programs; performs cost analysis and modeling; provides information requirements and the formulation of scientific solutions.
20	Sr. Engineer XII	MS	20	Functional Responsibilities: Performs a variety of engineering tasks, either independently or under supervision, which are broad in nature and are concerned with the design and implementation, including personnel, hardware, software and support facilities and/or equipment. Supervises team of engineers through project completion. As the levels increase, the requisite responsibilities increase in scope and magnitude. 1. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering, and customer specifications. 2. Supervises team of engineers through project completion. 3. Responsible for major technical/engineering projects of higher complexity and importance than those normally assigned to lower level engineers. 4. Coordinates the activities of engineers and technicians assigned to specific engineering projects. 5. May perform other duties as assigned.
21	Sr. Engineer II	BS	10	Functional Responsibilities: Performs a variety of engineering tasks, either independently or under supervision, which are broad in nature and are concerned with the design and implementation, including personnel, hardware, software and support facilities and/or equipment. Supervises team of engineers through project completion. As the levels increase, the requisite responsibilities increase in scope and magnitude. 1. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering, and customer specifications. 2. Supervises team of engineers through project completion. 3. Responsible for major technical/engineering projects of higher complexity and importance than those normally assigned to lower level engineers. 4. Coordinates the activities of engineers and technicians assigned to specific engineering projects.



Item #	Labor Category	Education and Experience	Required Years of Experience	Functional Responsibilities
22	Sr. Engineer I	BS	9	<p>5. May perform other duties as assigned.</p> <p>Functional Responsibilities: Performs a variety of engineering tasks, either independently or under supervision, which are broad in nature and are concerned with the design and implementation, including personnel, hardware, software and support facilities and/or equipment. Supervises team of engineers through project completion. As the levels increase, the requisite responsibilities increase in scope and magnitude.</p> <p>1. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering, and customer specifications.</p> <p>2. Supervises team of engineers through project completion.</p> <p>3. Responsible for major technical/engineering projects of higher complexity and importance than those normally assigned to lower level engineers.</p> <p>4. Coordinates the activities of engineers and technicians assigned to specific engineering projects.</p> <p>5. May perform other duties as assigned.</p>
23	Engineer IX	BS	14	<p>Responsible for the formulation of opinions, decisions, and ultimate performance of the task specified in the statement of work contained in the task order. Will perform detailed and complex calculations as necessary to assess advanced system concepts, assess specifications and perform system integration. Designs and implements technical solutions to complex discipline-specific problems.</p>
24	Engineer VIII	BS	12	<p>Acts as a lead in defining and executing integration-engineering activities within a project. These activities may consist of concept exploration and assessment, systems integration, systems of systems integration, performance management, technology assessment, testing and validation, and development and staffing of systems integration plan.</p>
25	Engineer VI	BS	10	<p>Provides expert engineering and/or scientific solutions for highly complex technical/scientific matters to include providing technical support to field engineers, technicians, technical support representatives and customers who are diagnosing, troubleshooting, repairing and debugging complex problems. May perform duties and responsibilities focused on increasing the quality and reliability of processes, products, or services provided by the supported customer. May design and conduct tests and analyze results of tests or outputs intended for Customer. Mathematical and statistical methods may be used. Will make recommendations based on findings. May perform work in which the principles, theories and general body of knowledge of electrical, mechanical, or other engineering discipline is required. Contributes subject matter expertise and advice to the customer at a level that is typically attained via a related technical education.</p>
26	Engineer IV	BS	8	<p>Responsible for the formulation of opinions, decisions, and ultimate performance of the task specified in the statement of work contained in the task order. Will perform detailed and complex calculations as necessary to assess advanced system concepts, assess specifications and perform system integration. Designs and implements technical solutions to complex discipline-specific problems.</p>
27	Engineer III	BS	6	<p>Computer Scientists work as theorists, researchers or inventors. Responsibilities included, but not limited to, applying theory, developing specialized languages for information technologies, and/or designing programming tools and knowledge-based systems. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.</p>
28	Engineer II	BS	5	<p>Functional Responsibilities: Under supervision performs a variety of engineering tasks that are broad in nature and are concerned with design and implementation, including personnel, hardware, software and support facilities and/or equipment. Performs with some latitude for un-reviewed actions and decisions. As the levels increase, the requisite responsibilities increase in scope and magnitude.</p> <p>1. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering, and customer specifications.</p> <p>2. Responsible for the technical/engineering part of a major project or a project of lesser complexity and importance than those normally assigned to a higher level engineer.</p> <p>3. Coordinates the activities of technicians assigned to specific engineering projects.</p> <p>4. May perform other duties as assigned.</p>
29	Engineer I	BS	4	<p>Functional Responsibilities: Under supervision performs a variety of engineering tasks that are broad in nature and are concerned with design and implementation, including personnel, hardware, software and support facilities and/or equipment. Performs with some latitude for un-reviewed actions and decisions. As the levels increase, the requisite responsibilities increase in scope and magnitude.</p> <p>1. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering, and customer specifications.</p>



Item #	Labor Category	Education and Experience	Required Years of Experience	Functional Responsibilities
				<p>2. Responsible for the technical/engineering part of a major project or a project of lesser complexity and importance than those normally assigned to a higher level engineer.</p> <p>3. Coordinates the activities of technicians assigned to specific engineering projects.</p> <p>4. May perform other duties as assigned.</p>
30	Jr. Engineer IV	BS	3	<p>Functional Responsibilities: Under supervision, assists in defining and executing engineering activities within a project. These activities may consist of planning, performance management, capacity planning, testing and validation, benchmarking, engineering, and development and staffing of an engineering management plan. As the levels increase, the requisite responsibilities increase in scope and magnitude.</p> <p>1. Performs engineering planning, performance management, capacity planning, testing and validation, benchmarking.</p> <p>2. Development and staffing of an engineering management plan.</p> <p>3. Supports project engineers, as required.</p> <p>4. Analyzes and develops technical documentation detailing the integration and system performance.</p> <p>5. May perform other duties as assigned.</p>
31	Jr. Engineer I	BS	0	<p>Functional Responsibilities: Under supervision, assists in defining and executing engineering activities within a project. These activities may consist of planning, performance management, capacity planning, testing and validation, benchmarking, engineering, and development and staffing of an engineering management plan. As the levels increase, the requisite responsibilities increase in scope and magnitude.</p> <p>1. Performs engineering planning, performance management, capacity planning, testing and validation, benchmarking.</p> <p>2. Development and staffing of an engineering management plan.</p> <p>3. Supports project engineers, as required.</p> <p>4. Analyzes and develops technical documentation detailing the integration and system performance.</p> <p>5. May perform other duties as assigned.</p>
32	Technical Analyst III	BS	15	<p>Technical hands-on experience in systems analysis, design, implementation and operations management techniques for complex computer, network and data systems. A highly skilled and extremely knowledgeable individual who has comprehensive knowledge of a specific technology, or technical/operational area. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.</p>
33	Technical Analyst II	BS	14	<p>Provides technical support to engineers/scientists working in such areas as research, design, and development, testing or manufacturing process improvement. May work from schematics, diagrams, written and verbal descriptions or defined plans to perform testing and troubleshooting functions on electronic or mechanical components, equipment or systems. May conduct engineering tests and detailed experimental testing to collect data or assist in research work. As the levels increase, the requisite responsibilities and composite labor rates increase with magnitude.</p>
34	Technical Analyst I	BS	12	<p>Provides expert analytical and/or scientific solutions for highly complex technical/scientific matters. May analyze program activities, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapon systems, or similar complex programs. May analyze and format information developed and used to evaluate a government program/weapon system/ similar complex program. May develop, plan, coordinate and integrate systems-related requirements to support operational needs. May develop, gather, and organize program-related information. Contributes subject matter expertise and advice to the customer at a level that is typically attained via a related technical education. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.</p>
35	Analyst VIII	BS	12	<p>Performs and leads acquisition/program management analysis. Collect, review, and analyze information in order to make recommendations to managers. Analyze relevant data—which may include annual revenues, employment, or expenditures—and interview managers and employees while observing their operations. The analysts or consultants then develop solutions to the problem. While preparing their recommendations, they take into account the nature of the organization, the relationship it has with others in the industry, and its internal organization and culture. Insight into the problem often is gained by building and solving mathematical models, such as one that shows how inventory levels affect costs and product delivery times.</p>
36	Analyst VI	BS	10	<p>Provides expert analytical and/or scientific solutions for highly complex technical/scientific matters. May analyze program activities, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapon systems, or similar complex programs. May analyze and format information developed and used to evaluate a government program/weapon system/ similar complex program. May develop, plan, coordinate and integrate</p>



Item #	Labor Category	Education and Experience	Required Years of Experience	Functional Responsibilities
				systems-related requirements to support operational needs. May develop, gather, and organize program-related information. Contributes subject matter expertise and advice to the customer at a level that is typically attained via a related technical education. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.
37	Analyst IV	BS	6	Provides expert analytical and/or scientific solutions for highly complex technical/scientific matters. May analyze program activities, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapon systems, or similar complex programs. May analyze and format information developed and used to evaluate a government program/weapon system/ similar complex program. May develop, plan, coordinate and integrate systems-related requirements to support operational needs. May develop, gather, and organize program-related information. Contributes subject matter expertise and advice to the customer at a level that is typically attained via a related technical education. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.
38	Analyst III	BS	4	Responsible for formulation of the opinions, decisions and ultimate performance of the task specified in the statement of work contained in the task order. Requires experience and the ability to perform detailed and complex calculations plus knowledge of practices/principals necessary to assess advanced systems concepts, assess specifications, perform system integration, perform logistic program activities and technical program management. May perform duties and responsibilities focused on increasing the quality and reliability of processes, products, or services provided by the supported customer. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.
39	Analyst II	BS	2	Provides expert analytical and/or scientific solutions for highly complex technical/scientific matters. May analyze program activities, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapon systems, or similar complex programs. May analyze and format information developed and used to evaluate a government program/weapon system/ similar complex program. May develop, plan, coordinate and integrate systems-related requirements to support operational needs. May develop, gather, and organize program-related information. Contributes subject matter expertise and advice to the customer at a level that is typically attained via a related technical education. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.
40	Analyst I	BS	0	Provides expert analytical and/or scientific solutions for highly complex technical/scientific matters. May analyze program activities, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapon systems, or similar complex programs. May analyze and format information developed and used to evaluate a government program/weapon system/ similar complex program. May develop, plan, coordinate and integrate systems-related requirements to support operational needs. May develop, gather, and organize program-related information. Contributes subject matter expertise and advice to the customer at a level that is typically attained via a related technical education. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.
41	Program/Business Analyst VI	BS	6	Functional Responsibilities: Includes all labor efforts identified as business, finance or programmatic in nature, including but not limited to project control, finance and accounting, project planning and scheduling, and cost estimating. Analyze program activities and management problems, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapons systems, or similar complex programs. May analyze and format information developed and used to evaluate a government program/weapon system/similar complex program. May develop, plan, coordinate and integrate systems-related requirements to support operational needs. May develop, gather, and organize program-related information. Ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams. As the levels increase, the requisite responsibilities increase in scope and magnitude. 1. Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems related to management problems or contractual issues that would require a report, and recommends solutions. 2. Principal duties may include, but are not limited to, preparing work breakdown structures, charts, tables, graphs, and diagrams to assist in analyzing problems. Provides daily supervision and direction to administrative staff.



Item #	Labor Category	Education and Experience	Required Years of Experience	Functional Responsibilities
42	Program/Business Analyst III	BS	3	<p>Functional Responsibilities: Includes all labor efforts identified as business, finance or programmatic in nature, including but not limited to project control, finance and accounting, project planning and scheduling, and cost estimating. Analyze program activities and management problems, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapons systems, or similar complex programs. May analyze and format information developed and used to evaluate a government program/weapon system/similar complex program. May develop, plan, coordinate and integrate systems-related requirements to support operational needs. May develop, gather, and organize program-related information. Ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams. As the levels increase, the requisite responsibilities increase in scope and magnitude.</p> <p>1. Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems related to management problems or contractual issues that would require a report, and recommends solutions. 2. Principal duties may include, but are not limited to, preparing work breakdown structures, charts, tables, graphs, and diagrams to assist in analyzing problems. Provides daily supervision and direction to administrative staff.</p>
43	Program/Business Analyst II	BS	2	<p>Functional Responsibilities: Includes all labor efforts identified as business, finance or programmatic in nature, including but not limited to project control, finance and accounting, project planning and scheduling, and cost estimating. Analyze program activities and management problems, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapons systems, or similar complex programs. May analyze and format information developed and used to evaluate a government program/weapon system/similar complex program. May develop, plan, coordinate and integrate systems-related requirements to support operational needs. May develop, gather, and organize program-related information. Ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams. As the levels increase, the requisite responsibilities increase in scope and magnitude.</p> <p>1. Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems related to management problems or contractual issues that would require a report, and recommends solutions. 2. Principal duties may include, but are not limited to, preparing work breakdown structures, charts, tables, graphs, and diagrams to assist in analyzing problems. Provides daily supervision and direction to administrative staff.</p>
44	Program/Business Analyst I	BS	0	<p>Functional Responsibilities: Includes all labor efforts identified as business, finance or programmatic in nature, including but not limited to project control, finance and accounting, project planning and scheduling, and cost estimating. Analyze program activities and management problems, such as acquisition or program planning, program "should cost" analyses, financial management, cost analysis, and other tasks related to government programs, weapons systems, or similar complex programs. May analyze and format information developed and used to evaluate a government program/weapon system/similar complex program. May develop, plan, coordinate and integrate systems-related requirements to support operational needs. May develop, gather, and organize program-related information. Ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams. As the levels increase, the requisite responsibilities increase in scope and magnitude.</p> <p>1. Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems related to management problems or contractual issues that would require a report, and recommends solutions. 2. Principal duties may include, but are not limited to, preparing work breakdown structures, charts, tables, graphs, and diagrams to assist in analyzing problems. Provides daily supervision and direction to administrative staff.</p>
45	Technical Specialist IV	BS	7	<p>Technical hands-on experience in systems analysis, design, implementation and operations management techniques for complex computer, network and data systems. A highly skilled and extremely knowledgeable individual who has comprehensive knowledge of a specific technology, or technical/operational area. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.</p>



Item #	Labor Category	Education and Experience	Required Years of Experience	Functional Responsibilities
46	Technical Specialist II	BS	5	Technical hands-on experience in systems analysis, design, implementation and operations management techniques for complex computer, network and data systems. A highly skilled and extremely knowledgeable individual who has comprehensive knowledge of a specific technology, or technical/operational area. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.
47	Technician III	HS	3	Functional Responsibilities: Works under supervision to perform a variety of engineering/technical tasks that are broad in nature and are concerned with design and implementation, including support facilities and/or equipment. Provides technical support to engineers/scientist working in research, design, development, test or manufacturing efforts associated with a specific technical discipline. Provides technical experience in systems analysis, design, implementation and operations management techniques for complex computer, network and data systems. May work from schematics, diagrams, written and verbal description or defined plans to perform testing and troubleshooting functions on electronic or mechanical components, equipment or systems. May conduct engineering tests and detailed experimental test to collect data and apply data to support research activities. As the levels increase, the requisite responsibilities increase in scope and magnitude. 1. Supports the planning and performance of engineering/technical activities. 2. Supports the technical/engineering activities testing a project assigned to higher-level engineers.
48	Administrative Specialist III	HS	5	Provides general administrative support to technical and managerial personnel. Typical responsibilities and duties may include, but are not limited to, operation of various office equipment, project administration and support, documentation planning and support, mail services, records and data input services, and support of various financial areas including accounts payable, invoicing, administration of benefits, leasing agreements, payroll, overhead summaries and reports. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.
49	Administrative Support III	HS	2	Functional Responsibilities: Provides administrative-type support to technical and management-level personnel. This includes, but is not limited to, documentation planning and support, project administration, general office support, executive secretarial support, human resource planning, event planning and administration, office relocation planning, mail services, office equipment operator, records and data input. As the levels increase, the requisite responsibilities increase in scope and magnitude. 1. Specializes in coordinating and planning office administration and support. 2. Understands and provides documentation planning and support, project administration, general office support, executive secretarial support, human resource planning, event planning and administration, office relocation planning, mail services, records and data input. 3. May perform other duties as assigned.
50	Administrative Support I	HS	0	Functional Responsibilities: Provides administrative-type support to technical and management-level personnel. This includes, but is not limited to, documentation planning and support, project administration, general office support, executive secretarial support, human resource planning, event planning and administration, office relocation planning, mail services, office equipment operator, records and data input. As the levels increase, the requisite responsibilities increase in scope and magnitude. 1. Specializes in coordinating and planning office administration and support. 2. Understands and provides documentation planning and support, project administration, general office support, executive secretarial support, human resource planning, event planning and administration, office relocation planning, mail services, records and data input. 3. May perform other duties as assigned.
<p>Substitutions: GED or vocational degree = high school diploma; AS/AA degree = HS + 2 yrs additional relevant experience; BS/BA = AS/AA + 2 yrs additional relevant experience; MS/MA = BS/BA + 2 yrs additional relevant experience; PHD = MS/MA + 3 years additional relevant experience. Example: MS/MA degree is required; individual may have BS/BA + 2 yrs of additional relevant experience, or HS + 6 yrs of additional relevant experience. NOTE: Relevant Experience means the type of experience similar to the labor category requirements for the specific labor category contemplated.</p>				



29b. Labor Category Descriptions: SIN(s) 541611, 611430, 611512, 541614SVC, 541614, 561210FS

Item #	Labor Category	Education and Experience	Required Years of Experience	Functional Responsibilities
1	Administrative Support I	HS	0	Provides general administrative, consulting, business management or logistics support to projects that may be intellectual, specialized or technical in nature. This includes, but is not limited to, project administration and support, documentation planning and support, mail services, records and data input services, office equipment operator, accountability, reporting, supply chain and parts tracking, and general office support. Personnel in this role may be asked to exercise discretion and perform day to day activities using independent judgment. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.
2	Administrative Support II	HS	3	Provides general administrative, consulting, business management or logistics support to projects that may be intellectual, specialized or technical in nature. This includes, but is not limited to, project administration and support, documentation planning and support, mail services, records and data input services, office equipment operator, accountability, reporting, supply chain and parts tracking, and general office support. Personnel in this role may be asked to exercise discretion and perform day to day activities using independent judgment. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.
3	Administrative Support V	BS	5	Provides general administrative, consulting, business management or logistics support to projects that may be intellectual, specialized or technical in nature. This includes, but is not limited to, project administration and support, documentation planning and support, mail services, records and data input services, office equipment operator, accountability, reporting, supply chain and parts tracking, and general office support. Personnel in this role may be asked to exercise discretion and perform day to day activities using independent judgment. As the levels increase, the requisite responsibilities and composite labor rates increase in magnitude.
4	Aviation Instructor I	BS	9	The Aviation Instructor provides student pilots and maintenance test pilot students, academic and simulator instruction (if applicable) in a classroom environment and in designated training devices as well as in basic and advanced flight instruction and Maintenance, Repair and Overhaul (MRO). The Instructor will be a subject matter expert for all related instructional materials on the specific aircraft and general aviation ground school knowledge as well as US military flight and maintenance instruction. Duties may also include curriculum development in support for contracted syllabi.
5	Aviation Instructor II	BS	12	The Aviation Instructor provides student pilots and maintenance test pilot students, academic and simulator instruction (if applicable) in a classroom environment and in designated training devices as well as in basic and advanced flight instruction and Maintenance, Repair and Overhaul (MRO). The Instructor will be a subject matter expert for all related instructional materials on the specific aircraft and general aviation ground school knowledge as well as US military flight and maintenance instruction. Duties may also include curriculum development in support for contracted syllabi.
6	Curriculum Developer Sr.	BS	9	Develops curricula. Determines, in conjunction with management, the scope and sequencing of highly technical and logistical training for staff at various levels of expertise. Determines, in conjunction with management, the level of supply chain knowledge required to function successfully in broad job categories. Develops course materials, including script, exercises, and classroom or self-study manuals and other teaching aids. Conducts assessments of present and anticipated training needs.
7	Project Lead III	BS	6	Design and implement technical and logistical solutions to complex discipline-specific problems; lead/manage programs, projects or tasks whose technical complexity requires constant engineering oversight; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams.
8	Project Lead IV	BS	8	Design and implement technical and logistical solutions to complex discipline-specific problems; lead/manage programs, projects or tasks whose technical complexity requires constant engineering oversight; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams.
9	Program Analyst IV	BS	10	Analyzes program activities such as acquisition program planning, proposal pricing, financial management, cost and logistical impact analysis, and other tasks related to contracts. Supports project management team in controlling project cost and schedule. The Program Analyst develops project plans, status reports, and data updates for Government and contractor project management personnel to use in the management and control of project activities.
10	Program Manager III	BS	14	Responsible for leading the program, guiding both prime contractor employees and directing subcontractor performance. Education and demonstrated experience commensurate with requirements to manage a large, technically and logistically diverse team in successful execution of all contract and task order requirements. Record of increasing management responsibility with a firm technical and logistic foundation in all areas related to contract is required. Responsible for organizing and managing task workloads within established budget and schedule guidelines. Establish program budgets, forecasts, manpower, equipment and supply need. Responsible for program performance within budgetary and schedule guidelines.



11	Subject Matter Expert IV	BS	18	Provides subject matter expertise in support of discipline-related projects. Duties may include but not limited to guidance and direction for accomplishment of multiple, complex and interrelated projects; design, develop and implement programs, projects or tasks; may lead or manage multi-task projects of high complexity while providing primary interface with client management personnel regarding strategic, technical and logistic issues; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; coordinate with all parties to tasks; review work products for completeness, and adherence to customer requirements; brief and lead strategic level client meetings.
12	Training Specialist III	BS	5	The Training Specialist develops and delivers training materials and programs. Training materials include user guides, training manuals, instructor manuals, reference guides, and system documentation. Training performed includes but not limited to both individual and classroom training. Types of training include but are not limited to Risk Assessment, Security, Maintenance, Logistics and Basic Flight Instruction.
13	Training Specialist IV	BS	7	The Training Specialist develops and delivers training materials and programs. Training materials include user guides, training manuals, instructor manuals, reference guides, and system documentation. Training performed includes but not limited to both individual and classroom training. Types of training include but are not limited to Risk Assessment, Security, Maintenance, Logistics and Basic Flight Instruction.
14	Training Specialist V	BS	9	The Training Specialist develops and delivers training materials and programs. Training materials include user guides, training manuals, instructor manuals, reference guides, and system documentation. Training performed includes but not limited to both individual and classroom training. Types of training include but are not limited to Risk Assessment, Security, Maintenance, Logistics and Basic Flight Instruction.
15	Analyst I	BS	0	Must have experience in the field relative to the task as stated in the task order. Designs and implements discipline-specific plans for complex operations and models. Builds, refines, and validates requirements databases; conducts course of action analysis, ensures the quality of the program, project or task deliverable meets established standards or metrics. May perform financial, business management and logistical analysis, develop financial controls and examine financial transactions.
16	Analyst II	BS	3	Must have experience in the field relative to the task as stated in the task order. Designs and implements discipline-specific plans for complex operations and models. Builds, refines, and validates requirements databases; conducts course of action analysis, ensures the quality of the program, project or task deliverable meets established standards or metrics. May perform financial, business management and logistical analysis, develop financial controls and examine financial transactions.
17	Analyst III	BS	7	Must have experience in the field relative to the task as stated in the task order. Designs and implements discipline-specific plans for complex operations and models. Builds, refines, and validates requirements databases; conducts course of action analysis, ensures the quality of the program, project or task deliverable meets established standards or metrics. May perform financial, business management and logistical analysis, develop financial controls and examine financial transactions.
18	Analyst IV	BS	10	Must have experience in the field relative to the task as stated in the task order. Designs and implements discipline-specific plans for complex operations and models. Builds, refines, and validates requirements databases; conducts course of action analysis, ensures the quality of the program, project or task deliverable meets established standards or metrics. May perform financial, business management and logistical analysis, develop financial controls and examine financial transactions.
Substitutions: GED or vocational degree = high school diploma; AS/AA degree = HS + 2 yrs additional relevant experience; BS/BA = AS/AA + 2 yrs additional relevant experience; MS/MA = BS/BA + 2 yrs additional relevant experience; PHD = MS/MA + 3 years additional relevant experience. Example: MS/MA degree is required; individual may have BS/BA + 2 yrs of additional relevant experience, or HS + 6 yrs of additional relevant experience. NOTE: Relevant Experience means the type of experience similar to the labor category requirements for the specific labor category contemplated.				

- The application of indirect rates to ODCs and Travel will be addressed at the Task Order Level.